

CHAPTER 2

II. VARIATION IN LOCAL PUBLIC HEALTH AGENCY WORKFORCE BY SIZE OF POPULATION SERVED

Forty-seven percent (47%) of Missouri's local public health agency workforce is employed in the 13 public health jurisdictions that serve populations greater than 80,000. The largest agencies are most likely to employ staff in full-time positions. Seven percent (7%) of the largest agencies' staff works part-time while 37% of the staff in the smallest agencies is employed part-time. (See Graph 8.A. and Data Table 8.A.)

Ninety-one percent (91%) of staff working in agencies serving populations between 20,001 and 80,000 participated in a professional development activity in the past twelve months. In agencies serving populations up to 20,000, 87% of staff participated in professional development, but in agencies serving populations greater than 80,000 only 45% did so. (See Graph 8.C. and Data Table 8.C.)

Eleven of the 13 administrators of the largest agencies spend all of their time on administration with the other two spending 76% or more. The percentage of time spent on administrative activities decreases in agencies serving smaller populations. Thirty-four percent (34%) of administrators in agencies serving populations from 20,001 to 40,000 and 32% of administrators in agencies serving populations up to 20,000 spend 75% or less of their time on administration. (See Graph 8.D.1.a. and Data Table 8.D.1.a.)

Educational levels of administrators are highest in the largest agencies. Eighty-five percent (85%) of administrators in agencies serving populations over 80,000 have a master's or doctorate degree. The percentage of administrators with a bachelors degree or above decreases from 100% in agencies serving populations greater than 80,000 down to 39% in agencies serving populations of up to 20,000. (See Graph 8.D.1.b. and Data Table 8.D.1.b.)

A greater percentage of agencies serving populations over 40,000 have administrators that have been in their position for five or fewer years. Only 30% of agencies serving populations 20,001 to 40,000, and 45% of agencies serving populations fewer than 20,000, have administrators with 5 years or less tenure. But 60% of agencies that serve populations from 40,001 to 80,000 and 69% of agencies that serve populations greater than 80,000 have administrators in that position for 5 years or less. (See Graph 8.D.1.c. and Data Table 8.D.1.c.)

Only 4 administrators (7%) statewide do not have full time access to a computer. Each of the 4 administrators works in an agency serving a population less than 20,000. (See Data Table D.1.e.)

Salary paid to administrators increases with the size of population served by the agency. The largest percentage (55%) of administrators in agencies serving less than 20,000, and 37% of administrators in agencies serving populations from 20,001 to 40,000 earn from \$30,000 to \$39,000. More administrators (47%) in agencies serving populations from 40,001 to 80,000 earn

from \$40,000 to \$54,999. In agencies serving populations greater than 80,000, 62% of administrators earn \$75,000 or more. (See Graph 8.D.1.f. and Data Table 8.D.1.f.)

There are 36 registered nurses working in local public health agencies who are certified by ANCC as Community Health Nurses. Fifty-three percent (53%) of them work in agencies serving populations fewer than 20,000. Fifty percent (50%) of agencies that serve populations fewer than 20,000 pay their registered nurses an average annual salary of \$30,000 or more compared to 92% of agencies that serve populations greater than 80,000. Fifty-five percent (55%) of the 101 licensed practical nurses working in local public health are employed in agencies serving populations fewer than 20,000. (See Graph 8.D.3.d. and Data Tables 8.D.3.b, 8.D.3.d. and 8.D.3.e.)

More agencies (68%) serving populations fewer than 20,000 employ environmental health staff part time. Only 6% of environmental health staff employed in agencies serving populations greater than 80,000 work part time. Fifty-seven percent (57%) of the 21 environmental health staff that are nationally registered, and 51% of the 61 state certified environmental health staff work in the largest agencies. Salary paid to environmental health staff increases as size of population served increases. Ninety-two percent (92%) of agencies that serve populations greater than 80,000 pay an average annual salary of \$30,000 or more. Only 30% of agencies serving populations fewer than 20,000 pay at this level. (See Graphs 8.D.4.a. and 8.D.4.d. and Data Tables 8.D.4.a, 8.D.4.c. and 8.D.4.d.)

Agencies serving populations fewer than 20,000 are more likely to hire nutritionists, dietitians, social workers and health educators as part time staff. Eighty-eight percent (88%) of nutritionists in agencies serving populations fewer than 20,000 work part time compared to 21% in agencies serving populations greater than 80,000. Sixty-seven percent (67%) of dietitians in agencies serving populations fewer than 20,000, and 71% of dietitians in agencies serving populations from 20,001 to 40,000 work part time compared to 8% in agencies serving populations greater than 80,000. Eighty percent (80%) of health educators and 64% of social workers in agencies serving populations fewer than 20,000 work part time compared to 8% and 7% respectively in agencies serving populations greater than 80,000. (See Graphs 8.D.5.a., 8.D.6.a., 8.D.7.a. & 8.D.8.a. and Data Tables 8.D.5.a., 8.D.6.a., 8.D.7.a. & 8.D.8.a.)

Ninety-three percent (93%) of clerical staff working in agencies serving populations greater than 80,000 earn an average annual salary of \$20,000 or more while only 47% of clerical staff in agencies serving populations fewer than 20,000 earn at this level. (See Graph 8.D.9.b. and Data Table 8.D.9.b.)

Seventy-four percent (74%) of physicians who work in agencies serving populations fewer than 20,000 do so as volunteers. Only 10% of physicians working in agencies serving populations greater than 80,000 are unpaid. (See Graph 8.D.10. and Data Table 8.D.10.)

Most dentists (83%) working in agencies that serve populations less than 80,000 are volunteers. In agencies serving populations greater than 80,000, all dentists are paid. (See Graph 8.D.11. and Data Table 8.D.11.)